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17 November 1984

Things To Do This Year

25X1 1. Tidy up the Congressional oversight process. We should take two
 25X1 tracks to do that: one, have Briggs and [] work with the staff
 directors; secondly, you should invite the chairman and vice chairman of
 each committee to have an off-site discussion. It might be beneficial to
 take them away for the better part of a day [] where we can discuss
 the overall thrust of the NFIP program and the big issues we see coming
 up in the next and out years. Also discuss the modus vivendi for the
 oversight process. It may be wise if both you and I scheduled a visit or
 two each week up on the Hill just to touch base and talk about nothing.

2. PFIAB: Sort out an arrangement where we arrive at a mutual
 decision of items and issues which the PFIAB should pursue rather than
 have them thrash around on issues which consume unnecessary time on our
 part and which we know the end result will be useless or not matter.

3. Personnel: With all the recent changes we probably don't need
 any shake-ups in the forthcoming year. Two things we should bear in
 mind, however, is Briggs has been making some noises about upcoming
 opportunities and I want to press to get John Stein to replace []

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 25X1 [] Timing should be next spring, early summer. I don't know where
 we stand with Sporkin in his judgeship but that is always a possibility.

4. Recruitment of staff employees/CTs: This remains a problem. I
 think the system has been energized and we beat on Magee quite a bit. I
 am not content that the selection process is flexible enough to recognize
 talent that doesn't fit neatly into certain criteria boxes. The DDI
 remains behind in getting folks on board and I am having a session Monday
 with Magee, Fitzwater, [] Gates and Kerr to see what we can do about
 fixing that right away.

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25X1 5. We will probably have to deal with a freeze of some sort but
strike a bargain to permit us to fill in back of attrition while
maintaining a constant level if we don't get relief or an increase. As
you may know, I insisted that we not be content with the [] empty slots
25X1 we had at the end of the year and forced recruitment to bring on board
25X1 enough people to fill all those vacancies and go [] over. So our overall
25X1 personnel strength is not all that bad, numbering in excess of []
Our '85 ceiling from Congress should permit an additional [] but the
freeze may perturbate that.

6. Retirement: The Administration will definitely come after the
civilian and possibly the military retirement systems. While it should
be grandfathered there is no assurance that that will be the case. The
threat of extending the retirement age, even for those on board, is very
real. I fear that will cause a mass exodus. At any rate, you will
probably have to cash some chips with the President to make sure that the
Agency retains a system attractive enough to draw the kind of people we
want into the Agency. We have Personnel writing legislation at the
moment for the sort of bill we would like and it should be available for
your review before the end of the year.

25X1 7. A couple of functions within the Agency need a look. I suspect
before the year is out we should start and complete a study addressing
the merits of combining the computer efforts in ODP with Communications.
The technology is fusing these activities whether we like it or not and
we should probably organize so we get the best use of both before they
dissipate. That leads to the overall question of our information
handling philosophy in which [] is now fully immersed. I come
from the school of thought that suggests we not go with a centralized
system but let each Directorate build the computer capability best suited
for their mission but ensure that the systems are so designed that they
can talk to one another.

25X1 8. The Agency's overall R&D effort needs review and planning of
where it's going. I get the feeling that ORD is spinning its wheels
because it doesn't have quite enough money and the other offices in the
Agency don't lean on them enough. I think we should charge Evan with
producing a scheme of what to do with R&D given the budget constraints,
i.e., retain ORD as is or disburse those [] engineers to the line
offices that are engaged in developmental work.

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9. Along the line of technical problems is the one of engineers and specialists, particularly those associated with computer and communications sophisticated equipment. We will probably have to grow our own which will necessitate a training effort designed for that purpose. We will probably have to be content that after 6 or 7 years the specialists so trained will find more lucrative salaries on the outside.

10. I didn't get the feeling nor see any planning document within the Agency which helped in the budget formulation. I know we had the NIC put together a world assessment which was used to provide DCI guidance for the Community but I haven't seen that refined within the Agency. We ought to decide if we are going to have a planning program to make sure it is vital and flexible and not one of these bureaucratic machinations that people go through once a year.

11. From the operational standpoint I think we are going along fairly well. DDO is [redacted] developing the flexibility you asked for [redacted]

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